

Center of Excellence - HSEM FY20-21 Work Plan and Quarterly Report

Center Name: Center of Excellence – Homeland Security Emergency Management

Core Expectations	Activity #1	
<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Economic Development <input checked="" type="checkbox"/> Sector Strategy <input checked="" type="checkbox"/> Ed/Innovation/Efficiency <input checked="" type="checkbox"/> Supply/Demand 	<p>Diversity within the Community and Technical Colleges System – Recovering and Eliminating Systemic Racism and Implicit Bias</p> <p>With the State Board for Community and Technical Colleges new vision statement, “Leading with racial equity, our colleges maximize student potential and transform lives within a culture of belonging that advances racial, social, and economic justice in the service to our diverse communities,” the Center is working with its Advisory Board to 1.) Complete and publish a Board Statement about the importance of diversity and support for people of color, 2.) Establish implicit bias workshops for educators, 3.) Identify and implement additional outreach activities that support the enrollment of people of color and diversity into our career field, and 4.) Assess and report on progress.</p>	
Funding Sources %	Purpose	Projected Outcomes and Products
<p>CoE-HSEM – 100%</p>	<ul style="list-style-type: none"> • Look at how we develop and deliver social equity/social justice courses in collaboration with programs to our current faculty, staff, and student body to help colleges and programs. • Our programs will lead with racial equity and recruit diverse individuals. To help incorporate change in the culture. People want to see themselves reflected in education and organizational values. 	<ul style="list-style-type: none"> • Our Advisory Board will draft and publish a position statement regarding the importance of diversity to our pathway programs. • Advisory Board will establish a working sub-committee of Board members, faculty, and students of color to collaborate developing workshops on implicit bias. These workshops would be made available to all of our pathway programs. • Sub-committee will meet monthly to identify and implement learning outcomes for workshops. • Support the increase of our pathway programs by 25% of a more diverse student body. • Develop policy statements • Animation for systemic racism and implicit bias • Recruit Board members of color • A thorough assessment of our current pathway programs to identify issues of racism and bias

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Core Expectations	Activity #2
<input checked="" type="checkbox"/> Economic Development <input checked="" type="checkbox"/> Sector Strategy <input checked="" type="checkbox"/> Ed/Innovation/Efficiency	<p>Pathways to Partnerships: Collaboration Among Centers of Excellence</p> <p>In the age of COVID-19, the Center is reminded of the importance of Continuity of Operations Planning and is looking at new ways to collaborate with the eleven (11) Centers that will expand and enhance CoE goals across the state of Washington.</p>

<input checked="" type="checkbox"/> Supply/Demand	<p>We will be looking into partnering on events, workshops, and trainings and working together on business operations, resources, and skillsets.</p> <p>The Center directors and staff will hold bi-weekly meetings to collaborate on the development of virtual sessions.</p> <p>Our first collaboration will be with Agriculture & Natural Resources, Allied Health, Clean Energy, and Supply Chain Management Centers to host virtual sessions that will identify lessons learned from the COVID-19 pandemic and address needed curriculum/training changes.</p> <p>Our first of four virtual workshops will begin on July 23, 2020, Recovery and Resilience in the Era of COVID-19: The Interconnectedness of Agriculture, Public Health, Supply Chain, Clean Energy, and Emergency Management.</p> <p>The first session's focus will be on the agriculture sector and how the industry has been affected by the COVID-19 pandemic. Participants will discuss what needs to be done now and for the future to ensure recovery and resilience for our economy. Future sessions focus on the other career pathways' interconnectedness and follow the same template established in the first virtual session.</p> <p>Speakers and participants will share perspectives and concerns, which will help create a framework for solving these complicated challenges in the future.</p> <p>Each session will be free for attendees to participate.</p>	
Funding Sources %	Purpose	Projected Outcomes and Products
<p>All four CoEs will split the funding sources evenly.</p> <p>CoE HSEM</p> <p>CoE Global Trade</p> <p>CoE Allied Health</p> <p>CoE Clean Energy</p>	<p>Collaborate with Industry and Education in multiple sectors to develop and deliver information and training opportunities that will:</p> <ul style="list-style-type: none"> • Look at lessons learned and building continuity and resiliency during an ongoing crisis. This would be a good lead-in discussion – what are the problems, and how do we build from here. • Provide opportunities for attendees to work together for community benefit. • Allow the audience to bring their concerns and ideas for possible solutions. • Identify challenges, Issues, and Impacts from Industry experts. 	<ol style="list-style-type: none"> 1. The first session will be on July 23, 2020, and will identify and document lessons learned. Concerns and issues to be addressed in follow-up sessions. 2. 100 participants will partake in virtual sessions 3. Follow-up sessions will take place on August 6, 13, and 20 on the impacts of Public Health, Supply Chain, and Emergency/Risk Management. 4. Each session will be documented by a written report and video recording. Both will be available online and distributed to participants. 5. Provide post-event materials to support future similar events, and disseminate information to multiple stakeholders.

		6. Make recommendations to changes in curriculum and trainings as needed. 7. Produce a final report addressing goals and objectives.
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Core Expectations	Activity #3
<input type="checkbox"/> Economic Development <input checked="" type="checkbox"/> Sector Strategy <input checked="" type="checkbox"/> Ed/Innovation/Efficiency <input checked="" type="checkbox"/> Supply/Demand	<p>Career Connected Pathways – HSEM Institute</p> <p>The Center will focus on expanding the training and education activities available through the HSEM Institute. These trainings will provide professional development opportunities for faculty, industry professionals, and students. Trainings will be in the All-Hazards Emergency Management fields (Criminal Justice, HSEM, Occupational Health and Safety, EMT/EMS, Fire Command/Fire Services, and Cybersecurity).</p> <p>The Center will collaborate with Pierce College's Continuing Education Department to establish credit and non-credit courses. This July, the HSEM Institute will debut its first course in Crisis Disaster Communication. While the Course will explore disaster well beyond a pandemic, the COVID-19 Pandemic was the final trigger developing this concept as so many issues are being discussed in</p>

forums online, in the media, and homes related to public information. This is an important field of study, reflecting the impact of developments in evolving media practices, social media, mass communication, and organizational communication upon communities affected by a disaster.

Also, Business Continuity Planning, Resilience and Recovery, FEMA fundamentals, and Mental Health in Disaster Management have been identified as priority training. These courses will help students, faculty, and industry professionals gain awareness of industry needs while staying current and leveraging existing strengths and partnerships. Instructors will be industry experts who will provide well-developed courses and/or training that will benefit those participating.

The Center’s “Showcase Series” will be made available through video presentations and trainings through the HSEM Institute. The Center has a large training library of videos on its website from many workshops and forums. These will be highlighted in our “Showcase Series” for ongoing professional development for students, faculty, and staff.

We will also continue to support the Jamye Wisecup Scholarship. The focus of the scholarship is Emergency Management/Disaster Preparedness. It could provide scholarships to attend the Homeland Security Emergency Management Certificate or Associates Degree Program, which is offered at Peninsula College along with seven (7) other “Collaborating Colleges” across the state. The initial endowment goal for the program is \$30,000.00.

This scholarship will be for students getting a Certificate or associate degree at Peninsular College; however, the fund support HSEM program funding.

Funding Sources %	Purpose	Projected Outcomes and Products
CoE HSEM - 100%	<ol style="list-style-type: none"> 1. The Center has developed a strong career connected learning model for its HSEM career cluster programs and will expand the Career Connected Pathways activity to expand the Center’s HSEM Institute to facilitate trainings and non-credit/credit courses through Continuing Education training, experience, and practice are critical for building the expertise needed for dealing with incidents of all types and magnitudes. 2. The HSEM Institute will develop options for Certificates and/ or a Concentration Topic for a degree program (e.g., HSEM, OSH, Fire Command, EMT/EMS, etc.) to synchronize, customize, and standardize 	<ol style="list-style-type: none"> 1. Delivery of a professional development certificate course over the next year for Crisis Disaster Communication and Mental Health to a minimum of 50 students. 2. Completed and the document curriculum of each course with content and learning objectives. 3. Course and instructor evaluations completed. 4. Establishment of the showcase video series on the Center’s website with quarterly metrics evaluating usage. 5. Establishing an Active Scholarship Advisory Board to make administration decisions on funds. Document use of funds

	training to reach industry professionals and students in a timely, efficient, and cost-effective manner.	
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Core Expectations	Activity #4
<input checked="" type="checkbox"/> Economic Development <input checked="" type="checkbox"/> Sector Strategy <input checked="" type="checkbox"/> Ed/Innovation/Efficiency <input checked="" type="checkbox"/> Supply/Demand	<p>Public Safety Training and Education – Re-Imagining the Criminal Justice Field</p> <p>One of the focal points is to fully evaluate and assess the implications of COVID-19 and the commitment by colleges to uphold social justice and racial equality, measure and reimaging the outcomes law enforcement can deliver to its communities. Techniques and training to deliver outcomes need to be evaluated when it comes to policing. We understand that community-police relationships are more important now than ever before.</p> <p>The Center will continue its work with the 20 Criminal Justice (CJ) Programs and employers to implement the model core curriculum in the Community and Technical Colleges (CTC) CJ Programs. Any barriers will be identified and addressed with the appropriate administrative units (e.g., specific colleges or State Board for Community and Technical College policy and CJTC associates).</p> <p>A core curriculum's goal is that it will assist with marketability and common assessment of CJ programs in WA state. The colleges will continue to work through college-specific barriers to curriculum change and will work as a team to overcome State level barriers to implementation of a core curriculum. The curriculum has been aligned to use common course numbering and course naming along with building a curriculum crosswalk from each program to an agreed-upon model.</p> <ul style="list-style-type: none"> • Move forward to implement CJ common core entry-level curriculum at all colleges with a CJ program. • Hold quarterly meetings where CTC and CJTC have opportunities to work on common goals and outcomes. • Support annual faculty/practitioner conferences for law enforcement educators and trainers. • Expand the Assessment/Enhancement process to other career pathways in the Resource Enforcement and Administrative Enforcement fields. • Review the curriculum to ensure social justice and equity work are embedded within the curriculum taught within CJ programs.

	<ul style="list-style-type: none"> Statewide collaborative work for programs, certificates, or course offerings. With the ever-changing climate in both budgets and criminal justice related topics, the CoE strives to continue collaborating with colleges and possibly creating shared curriculum to enhance program content. 	
Funding Sources %	Purpose	Projected Outcomes and Products
CoE HSEM – 100%	<p>Criminal Justice Workgroup Conference to discuss policy statements and concepts for the 21st century policing.</p> <ul style="list-style-type: none"> Virtual conference or session to help develop long-term plans for curriculum and major outcome changes. Facilitator at each event Report back to the larger group May need to hold a DACUM if time is a significant change to learning outcomes. 	<ul style="list-style-type: none"> Criminal Justice common core curriculum <ul style="list-style-type: none"> Curriculum completed and available for faculty on Canvas. Quarterly meetings <ul style="list-style-type: none"> Co-chairs set agenda and products/outcomes for meetings. Annual conference <ul style="list-style-type: none"> 100 participants Virtual delivery
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Core Expectations	Activity #5	
<input type="checkbox"/> Economic Development <input type="checkbox"/> Sector Strategy <input checked="" type="checkbox"/> Ed/Innovation/Efficiency <input checked="" type="checkbox"/> Supply/Demand	<p>Expand and Enhance Our Webinars, Video Interviews and Lectures for Confluence</p> <p>With the switch to using primarily the internet, the Center will be expanding its multimedia section on its new website. This will include podcasts, webinars, video interviews and lectures for our audience to view and participate. For example, with webinars, our participants will be able to watch presentations while also participating by making comments or asking questions regardless of their location in this world. With podcasts, it is merely an audio recording and not meant to be listened to live. Participants do not have the opportunity to participate, but rather listen to the lecture. Podcasts can be a good option for those who may not be comfortable in front of a camera.</p> <p>Center will establish its own “TV station” to facilitate the delivery of communications through interviews and podcasts. This will expand our outreach efforts to utilize the new website. We will have a soft launch of the new website in mid-July and a full launch in August. The new website will have a new design and up-to-date information on our pathway programs.</p> <p>Zoom continues to be a great resource for the Center in conducting meetings, workshops, and trainings online. This will be the outlet used for webinars as it allows the user to include presentations (e.g. PowerPoint, videos, audios, and other Word documents), the ability to see the audience, participate with the audience, while also having a recording of the lecture. Participants that do not have a camera on his or her computer; can still participate in the Zoom webinars.</p> <p>Our Digital Graphics Designer and Multimedia Specialist will be responsible for video recording and editing interviews. Interviews, workshops, and trainings will be put on the Center’s website and YouTube page and social media pages (i.e. Facebook). Interviewees will be industry professionals and faculty in the HSEM/CJ, Occupational Health and Safety, EMT/EMS, Fire Service/Fire Command, and Cybersecurity fields, amongst our Board members and Senior Fellows.</p>	
Funding Sources %	Purpose	Projected Outcomes and Products
CoE HSEM – 100%	To broaden peoples’ perspectives on the All-Hazard Emergency Management field and career pathways. To let people, know of our career pathways and opportunities to be gained in these fields.	<ol style="list-style-type: none"> Analyze current media library to determine content that can be utilized for animations and video highlights for press releases by October 2020. Increase viewership of media library by 30% using website user data to determine current statistics and improvements by January 2021.

		<p>3. Determine metrics for being able to track an Increase in interest in all hazard EM career fields September 2020 and set a plan for increasing interest by 30% by April 2021.</p>
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